

Annual Committee Report Academic Year 2017-2018

Section I

Name of Committee: Non-Tenure Eligible Subcommittee of Personnel

Submitted by Chairperson: Dave Wells, Tempe/Downtown, CISA, Leadership and Interdisciplinary Studies, Sr. Lecturer, Senator

Date Submitted: August 2, 2018

Roster:

- Bridget Seeley (Tempe, CLAS, Family Studies, NTE Lecturer)
- Amy Shinabarger (Poly, CISA, English, NTE Lecturer, Senator)
- Jackie Wheeler (Tempe, CLAS, English, NTE Principal Lecturer, Senator)
- Thomas Schildgen (Poly, Engineering, Professor, Senator, former Senate President)
- Helene Ossipov (Tempe, CLAS, French, Assoc. Professor, Senator, former Senate President)
- Stefania Tracogna (Tempe, CLAS, Mathematic, Principal Lecturer, Senator)
- Michael Walker (West, New College, Social Science, Instructor)
- Bob Wood (Tempe, WP Carey, Sr. Lecturer, Senator)
- Sandra Mayol-Kreiser (Downtown, Health Solutions, Nutrition and Health Promotion, Clinical Professor, Senator)

Ex-officio membership

- Arnold Maltz, University Senate President
- Chuck Barbee, Director of the University Senate

Overview Narrative:

Sub-Committee Goal:

To provide recommendations to the Senate and ASU regarding Non-Tenure Eligible (NTE) employees that will: improve the working environment for NTE faculty members; enhance ASUs ability to attract and maintain top NTE faculty members; and, positively impact student retention and graduation rates.

Charge

The Subcommittee will explore and develop recommendations in the following NTE areas: Funding for hiring of NTE faculty members, pay raises, distribution of online revenue and its impact on funding both faculty members and supporting pay increases, job benefits, promotion, and emeritus status

Progress:

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During the 2017-2018 year the NTE Subcommittee of Personnel made substantial progress in exploring areas within its charge. These are highlighted in Section II.

Many of the issues follow up on prior work of the Senate and its committees. The NTE Subcommittee work in many areas follows up on Senate motion 2012-18 (passed Jan. 23, 2012) which expressed the issue more generally: "That the University and units provide full-time NTT (NTE) faculty professional development opportunities to include travel, recognition, awards, paid professional leave, and emeritus status."

Section II

Request for Consultations and/or topics reviewed by the committee and outcomes:

RFC – 159 Improve Access to Emeritus Status by changing language of ACD 607 to make NTE faculty on equal level with other faculty for consideration of emeritus status:

Outcome: Recommended change of ACD 607-01 from its existing language:

"[Tenured faculty](#) and [academic professionals](#) on [continuing appointment](#) may be awarded the title "Emeritus" at retirement. A department may also recommend that the title "Emeritus" be bestowed on a nontenured faculty member at retirement." **To this language:** "Members of the Academic Assembly may be awarded the title "Emeritus" at retirement." This change was not deemed a substantive change so it was forwarded to UAC who sent it on to Provost Searle. Provost Searle denied the request considering that Emeritus Status can be granted to NTE as noted currently in ACD 607 and has been granted, but he prefers the language that separates NTE as able to request.

Section III

Request for Consultations and/or topics that were not started or remain unfinished and need to be carried over to the next academic year.

RFC – 160 Professional Development Support for NTE faculty members.

Outcomes: the Subcommittee investigated minimum professional development funding as some units do not provide sufficient funding for NTE faculty, even if presenting at a conference.

- a. Recommend that units have the objective of supporting all faculty wishing to pursue professional development sufficiently.
- b. Recommend financially each unit allocate a minimum of 1 to 1.5 percent of total faculty salaries for professional development and that when funding is limited that those not using funding in a prior year would have priority in a subsequent year.

Recommendation: Forward to Personnel Committee in 2018-2019 for consideration and possible resolution for the Senate.

RFC – 162 Enabling Career Track for Instructors.

Outcomes: Instructors currently no matter how long service are not eligible for promotion. The NTE Subcommittee explored means by which promotion was possible.

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- a. Due to the variety of means by which instructors are hired, assuring equal opportunity can be challenge—some are hired on a national search, some on a local search, and some are hired by faculty/Dept. heads without any formal search process. Searches provide best emphasis on equal opportunity, and national searches mirror what is normally done for Lecturers and Clinical Professors.
- b. Subcommittee is seeking to find out the length of service of instructors and within that by gender and ethnicity. This will enable the Subcommittee to ascertain better the demographics of instructors compared to other faculty.
- c. Subcommittee also plans to find out the number of Professors of Practice at each rank, Assistant, Associate, and Full-as this has become a growing category of the NTE faculty which does have different levels associated with it.

RFC-171 Fifteen percent cap on multi-year contracts for the NTE faculty—ABOR currently limits the granting of multi-year contracts to ASU NTE faculty members to 15% of the total number of tenured/tenure-track faculty members. The Subcommittee considers the limit problematic since it undermines career security for lecturers and clinical professors and will lead to many qualified faculty members being restricted to one-year contracts regardless of performance, especially since the administration has indicated they will stay below the cap to retain administrative flexibility. In addition, President Crow’s memo from August 2015 indicated that Principal Lecturers and Full Clinical Professors are eligible for rolling multi-year contracts; the Subcommittee has found no evidence of them being granted outside of the Barrett Honors College, even though they have been sought outside of Barrett by qualifying faculty members.

- a. The Subcommittee continues to seek to work with UAC to find ways to improve eligibility for multi-year contracts through seeking a path toward revising the ABOR rule.
- b. Subcommittee has requested the number of Sr. and Principal Lectures/Associate and full Professor, Clinical Faculty (number with each rank) to determine the number eligible for multi-year contracts relative to the number granted.
- c. Number of faculty on rolling multi-year contracts.

RFC – 163 Paid and Unpaid Leave Option for NTE faculty.

Outcomes: Currently, withstanding unique opportunities like Fulbright opportunities which the Provost has indicated that ASU would do everything they could to make work, faculty with temporary career expanding and professional development opportunities face a choice of exploring these opportunities at risk of losing employment at ASU.

- d. On funding the Subcommittee explored whether accrued sick time could be a possible funding source. This funding is administered by Arizona Dept. of Administration (ADOA) and is currently only accessible upon retirement as a payout. It does not appear to be a funding source at this time. However, the issue of accumulated sick time that faculty get no compensation for if they leave the university before retirement is an unresolved issue discovered in our investigation. Resolving it might open up this as a possible funding source.
- e. The Subcommittee also discovered the College of Social and Behavioral Sciences at the University of Arizona has instituted a paid sabbatical leave program for contract faculty and that a program exists at the School of Liberal Arts at University of Indiana as well.

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- The University of Arizona program is funded internally and is limited to one recipient at a time per department and can be received after six years of service with full pay. The U of A program requires the faculty member to be on a MY contract. The IU program offers one semester of sabbatical leave after six years of service at half pay or the ability to have half the teaching load for the academic year at three-quarters pay.
- f. Subcommittee will also develop a recommendation to enable faculty members who go on unpaid leave to make such a request and have their contract status for the next year put on hold. The Subcommittee will explore what policy currently exists for tenured faculty and will work from there in developing a recommendation to the Senate Personnel Committee and ultimately for UAC and the Senate
 - g. For paid leave, the Subcommittee plans to develop a recommendation for the Senate Personnel committee based off models from at U of A and IU.
 - h. The Subcommittee, will forward the issue of accrued sick time to the Personnel committee for further consideration.

Funding Issues and ASU online: One area that has seen much growth in NTE faculty has been with ASU online. The current funding model for ASU appears to not adequately compensate colleges and units delivering instruction, creating what the Subcommittee believes, is pressures for higher class sizes and hiring instructors instead of lecturers. According to the Subcommittee's calculations, the current funding model provides \$83.33 per credit hour of the book rate tuition charge of \$500 per credit hour. The discount rate is not known. For a lecturer paid the minimum \$50,000 annual salary (8 courses per year) with 40 percent employer-related expenses, a unit would not break-even until at 35 students enrolled in a 3-credit class, and that excludes any administrative and student support costs the college must cover with the \$83.33 per SCH. These calculations represent insufficient support for NTE faculty.

- a. The Subcommittee monitored this issue but largely delegated it to the Online Task Force. The chair of the NTE Subcommittee did use Senate meetings to push for an improved funding formula and at the April 2018 Senate meeting Provost Searle said the rate would be improving, but did not disclose an amount other than that it would be less than the \$125 the chair of the NTE Subcommittee had used in his example for CISA to note that last year that difference would mean \$2.5 MILLION more in support for the college. So changes to this formula could have substantial ramifications for providing the improved funding needed to better support NTE faculty.
- b. The Subcommittee plans to continue to monitor for changes in the funding formula—with an expectation that they should be put in place before either the Fall or Spring semester of this coming academic year.

Section IV

Recommendations to the Senate or Final Comments

In 2017-2018 the NTE Subcommittee made some substantial progress toward identifying improved policy recommendations that would enhance the stature of NTE faculty within the institution and looks forward to completing that work in 2018-2019, though some projects like the limit on multi-year contracts would likely take longer to address completely.

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The NTE committee formally forwards two items for consideration to the Personnel Committee for further consideration.

- a. The possible Senate resolution expressing that units have the objective of providing adequate support for professional development for all faculty, that they budget at least 1 to 1.5 percent of faculty salaries for this purpose, and give priority, when needed, to faculty who did not use professional development funds the preceding year.
- b. Further exploration of sick time compensation when one leaves the university but is not retiring. Currently, faculty leaving the institution before retiring even if after many years of meritorious service receive no compensation for their accrued and unused sick time based on the NTE's committee investigation this past year. That deviates from common professional practice elsewhere. Among the issues that would need to be investigated is how this policy was set and what means would be needed to modify the policy.

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